Appl. No. 10/750,229
Response Dated November 20, 2008
Reply to Office action of August 20, 2008
Attorney Docket No. 103580.00022

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Listing of Claims

This listing of claims will replace all prior versions and listings of claims in the subject application.

Listing of Claims:

1. (currently amended) A method for facilitating monitoring human resources management information, comprising:

providing a single logical physically distributed information system across one or more information systems of at least two enterprises; wherein the enterprises are being combined; and

providing an individually configurable user interface remotely connected to access the said single logical physically distributed information system; wherein the single logical physically distributed information system executes one or more merger activities, pre-merger activities, and post-merger activities, wherein the merger activities comprise organizational restructuring and personnel redeployment.

populating said individually configurable user interface with monitoring information applied to planning, managing, and assessing human resources in at least one of an integration, a merger, an acquisition and a spin-off of said at least two enterprises;

wherein said monitoring information comprises:

planning organizational movement of employees,

tracking employees through various rankings, job titles, and locations within at least one enterprise of said at least two enterprises,

providing a list of jobs within at least one enterprise of said at least two enterprises,

tracking performance levels and promotion requests of said employees, and

redeploying resources of at least one enterprise of said at least two enterprises.

2. (currently amended) The method of claim 1, ~~wherein~~ further comprising:

~~the user interface is adapted to at least one of~~ adapting the individually configurable user

interface to a role of ~~the~~ a user and a phase of the merger, wherein

the ~~user~~ role of the user comprises one or more of an internal expert and an external

expert of at least one of the enterprises, ~~wherein~~ and

the said internal expert is selected from the group consisting of ~~comprises at least~~

~~one of~~ an executive, an employee, a manager, an investor, and an owner of one of the

enterprises, wherein

the external expert is selected from the group consisting of ~~comprises at least one~~

~~of~~ a consultant, an advisor, a supplier, an analyst, and a specialist.

3 – 27. (cancelled).

28. (new) The method of claim 2, wherein:

providing a list of jobs within at least one of said enterprises comprises providing a

graphical user interface to display the individually configurable user interface;

said graphical user interface permitting the user to view:

job descriptions for filled or open positions,

a list and description of open positions,

a list and description of filled positions,

a planning time, and

a time interval for optimized completion of said management of human resources;

said graphical user interface further allowing the user to add, delete, and edit said open and filled positions.

29. (new) The method of claim 1, wherein:

tracking employees includes viewing a headcount of various departments within at least one of said at least two enterprises, wherein said headcount is organized by department, by history of headcount transitions, and by predicted headcount transitions; and wherein

said tracking employees further comprises placing information relating to said headcounts of various departments into reports, charts, and documents.

30. (new) The method of claim 1, further comprising:

permitting a user to define one or more parameters for tracking absenteeism of an employee, including creation of a graphical calendar indicating one or more days of absenteeism and wherein the monitoring information further includes a picture of one or more employees.

31. (new) The method of claim 28, wherein:

said single logical physically distributed information system further comprises an interface for employees to make requests for one or more of a promotion, an internal reassignment, a personnel transfer, a special payment request, and a change of personnel groupings.

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32. (new) The method of claim 28, further comprising:

providing an organizational planning interface on said graphical interface; said organizational planning interface facilitating a redeployment of one or more employees by providing a panel and information for an overview of at least one enterprise of said at least two enterprises, a functional overview, a divisional overview, and a status overview of at least one of the enterprises.

33. (new) The method of claim 32, wherein:

the organizational planning interface further includes information for one or more organization headcounts pending approval, information for a financial impact, information for employee layoffs, and one or more issues for employee redeployment of at least one of said enterprise merger, said acquisition, said spin-off, and said integration, wherein

the one or more issues for employee redeployment are presented according to a priority level for each issue, a date of creation for each issue, and a name of one or more stakeholders presenting an issue.

34. (new) The method of claim 32 further comprising:

presenting a link to an employee redeployment, a link to an organizational personnel structure, a link presenting a headcount planner, a link presenting an employee retention tool, and a link presenting an employee compensation tool on the organizational planning interface.

35. (new) The method of claim 34, wherein said graphical user interface is individually configurable by the user to eliminate and add any one of said links, information, and tools.

36. (new) The method of claim 34, wherein one of said interfaces presents organizational information, a financial statement, an organizational historical statement, a background statement, investor information, and answers to frequently asked questions.

37. (new) An article comprising a machine readable storage medium, storing instructions thereon operable to cause a machine to perform operations comprising:

    providing a single logical physically distributed information system across one or more information systems of at least two enterprises;

    providing an individually configurable user interface remotely connected to said single logical physically distributed information system;

    populating said individually configurable user interface with monitoring information applied to the planning, managing, and assessing human resources in at least one of a corporate merger, an acquisition, a spin-off or an integration of said at least two enterprises;

    wherein said monitoring information comprises:

        planning the organizational movement of employees,

        tracking employees through various rankings, job titles, and locations within at least one enterprise of said at least two enterprises,

        providing a list of jobs within at least one of said enterprises of said at least two enterprises,

        tracking performance levels and promotion requests of said employees, and

        redeploying resources of at least one enterprise of said at least two enterprises.

38. (new) The article claim 37 further comprising:

adapting the individually configurable user interface to a role of a user and a phase of the merger, wherein

the role of the user comprises one or more of an internal expert and an external expert of at least one of the enterprises, and

said internal expert is selected from the group consisting of an executive, an employee, a manager, an investor, and an owner of one of the at least two enterprises, wherein

the external expert is selected from the group consisting of a consultant, an advisor, a supplier, an analyst, and a specialist.

39. (new) The article of claim 38, wherein:

providing a list of jobs within at least one of the at least two enterprises comprises providing a graphical user interface to display the individually configurable user interface;

said graphical user interface permitting the user to view:

job descriptions for filled or open positions,

a list and description of open positions,

a list and description of filled positions,

a planning time, and

a time interval for optimized completion of said management of human resources;

said graphical user interface further allowing the user to add, delete, and edit said open and filled positions.

40. (new) The article of claim 37, wherein:

tracking employees includes viewing a headcount of various departments within at least one of said at least two enterprises, wherein said headcount is organized by department, by history of headcount transitions, and by predicted headcount transitions; and wherein

tracking employees further comprises placing information relating to said headcounts of various departments, employee assignments and employee movements into reports, charts, and documents.

41. (new) The article of claim 37, further comprising:

permitting a user to define one or more parameters for tracking absenteeism of an employee, including creation of a graphical calendar indicating one or more days of absenteeism and wherein the monitoring information further includes a picture of one or more employees.

42. (new) The article of claim 39, wherein:

said single logical physically distributed information system further comprises an interface for employee's to make requests for promotions, internal reassignments, personnel transfers, special payment requests, and a change of personnel groupings.

43. (new) The article of claim 39, further comprising:

providing an organizational planning interface on said graphical interface; said organizational planning interface facilitating a redeployment of one or more employees, by providing a panel and information for an overview of at least one of the at least two enterprises, a

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functional overview, a divisional overview, and a status overview of at least one of the enterprises.

44. (new) The article of claim 43, wherein:

the organizational planning interface further includes information for one or more organization headcounts pending approval, information for a financial impact, information for employee layoffs, and one or more issues for employee redeployment of said enterprise merger, said acquisition, said spin-off, and said integration, wherein

the one or more issues for employee redeployment are presented according to a priority level for each issue, a date of creation for each issue, and a name of one or more stakeholders presenting an issue.

45. (new) The article of claim 43 further comprising:

presenting a link to an employee redeployment, a link to an organizational personnel structure, a link presenting a headcount planner, a link presenting an employee retention tool, and a link presenting an employee compensation tool on the organizational planning interface.

46. (new) The article of claim 45, wherein said graphical user interface is individually configurable to eliminate and add any of said links, said information, and said tools.

47. (new) The article of claim 45, wherein one of said interfaces presents an organizational information, a financial statement, an organizational historical statement, a background statement, an investor information, and answers to frequently asked questions.